

A court authorized this notice. This is not a solicitation from a lawyer.

NOTICE OF CLASS ACTION SETTLEMENT

IF DIALOGDIRECT, INC. OBTAINED YOUR CONSUMER REPORT (BACKGROUND CHECK) FOR EMPLOYMENT PURPOSES, THE REPORT CONTAINED INFORMATION CODED AS POTENTIALLY DISQUALIFYING AND YOU WERE DENIED EMPLOYMENT, YOU ARE ELIGIBLE TO RECEIVE APPROXIMATELY \$182.00 FROM A CLASS ACTION SETTLEMENT.

YOU ARE RECEIVING THIS NOTICE BECAUSE YOU HAVE BEEN IDENTIFIED AS A CLASS MEMBER. YOUR LEGAL RIGHTS WILL BE AFFECTED BY THE SETTLEMENT OF THIS LAWSUIT. PLEASE READ THIS NOTICE CAREFULLY. IT EXPLAINS THE LAWSUIT, THE SETTLEMENT, AND YOUR LEGAL RIGHTS.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
HOW TO GET PAID FROM THE SETTLEMENT	If you timely return the attached Claim Form or file a claim through the Settlement Website, www.washingtonfcrasettlement.com , noting that you choose to receive a cash recovery, and the Court grants final approval of the Class Settlement, you will be sent a Settlement Check estimated to be \$182.00. THE CLAIM FORM MUST BE RECEIVED BY THE CLASS SETTLEMENT ADMINISTRATOR NO LATER THAN <u>MARCH 21, 2022.</u>
IF YOU DO NOTHING	If the Court approves the Settlement and you do nothing, you will be releasing your claims and you will not receive any money. The Full Release and Released Parties are available on the Settlement Website, www.washingtonfcrasettlement.com
IF YOU EXCLUDE YOURSELF FROM THE SETTLEMENT	You have the right to exclude yourself from the settlement completely (“opt out”) if you do not wish to be part of the Settlement Class or believe you have suffered actual damages. You can opt out by following the instructions on the Settlement website. You will not receive any monetary payments from the Settlement. You will not have any right to object, but you will not be bound by the terms of this Settlement and will retain your right to file your own lawsuit. The opt out deadline is March 21, 2022.

If you do not exclude yourself, you may object to the settlement. You can remain in the Settlement Class, but file written objections to the Settlement. The Court will consider the objections in deciding whether to approve the Settlement. Instructions for mailing an objection are on the Settlement Website. If the Settlement is approved, you will not be able to sue DialogDirect, Inc. for claims relating to an employment background check when you applied for a job.

1. What is this lawsuit about?

This lawsuit is pending in the United States District Court for the Eastern District of Michigan. Latedia Washington (the “Plaintiff”), sued DialogDirect, Inc. in this class action case (*Washington v. DialogDirect, Inc.*, 2:21-CV-10445) alleging that it violated the Fair Credit Reporting Act (the “FCRA”), 15 U.S.C. §1681b(b)(3), because it failed to provide applicants subjected to an adverse employment action, based in whole or in part on their consumer report, notice and a copy of the report before taking such action. DialogDirect contends that its procedures did not violate the FCRA and did not willfully violate the FCRA. DialogDirect maintains that, absent a settlement, it would have vigorously defended the case on the merits and for class certification purposes, and is settling because of the expense of litigation, the length of time necessary to resolve the issues presented, and the inconvenience involved.

This “Adverse Action Class” is defined to include:

All U.S. Resident individuals on whom Defendant obtained a consumer report for employment purposes between February 26, 2019, and July 1, 2021 and Defendant’s records reflect that such report contained an item of information coded as potentially disqualifying for employment with Defendant.

2. Who are the Attorneys representing the Class and how will they be paid?

The Court has appointed lawyers to represent the Class, but you may enter an appearance in the case through an attorney if you want. If you do so, you will have to pay for your own lawyer.

The attorneys who have been appointed by the Court to represent the Class are:

**Marc R. Edelman
Morgan & Morgan, P.A.
201 N. Franklin Street, 7th
Floor Tampa, FL 33602-5157
813-223-5505**

Defendant has agreed to establish a Settlement Fund up to a maximum amount of \$487,500.00 to settle this lawsuit. Subject to the Court's approval, DialogDirect, Inc. has agreed to compensate Class Counsel for its attorney's fees an amount equal to one-third of the Settlement Fund (\$162,337.50). Class Counsel will also ask the Court to approve a \$5,000.00 payment to Plaintiff for her service to the class and as compensation for releasing all claims against DialogDirect, Inc.

3. What rights am I giving up in this Settlement?

Unless you exclude yourself from this Settlement, you will be considered a member of the Class, which means you give up your right to sue or file a lawsuit against DialogDirect, Inc. or its related entities regarding the legal issues that were raised or could have been raised in this case. Giving up your legal claims is called a release. The released parties collectively include DialogDirect, Inc. and its parent and related companies, direct or indirect affiliates, principals and agents. You will be releasing these parties from all claims relating to the procurement of a background check when you applied for a job.

4. If I chose to do so, how do I exclude myself from the Settlement?

If you wish to be excluded, you must mail a written request for exclusion to the Settlement Administrator at:

Washington v DialogDirect Settlement Administrator, PO Box 23459, Jacksonville, FL 32241

Your request for exclusion must be in writing and postmarked on or before March 21, 2022. The request must state: "I do not want to be part of the Class in *Washington v. DialogDirect, Inc.*, 2:21-CV-10445. The request should be signed, with your name, address, and telephone number printed below your signature. The address you use should be the address to which this notice was mailed, so that you can be properly identified. However, if you have a new address, please inform us of the new address so we can make the change in the Class List.

5. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Fairness Hearing on April 6, 2022, at 10 a.m. The hearing will be held in the United States Federal Courthouse for the Eastern District of Michigan, 231 W Lafayette Blvd, Detroit, MI 48226. At the Fairness Hearing, the Court will consider whether the proposed settlement is fair, reasonable, and adequate. The Court will hear objections to the settlement, if any. We do not know how long the Court will take to make its decision. In addition, the hearing may be continued at any time by the Court without further notice to you.

6. Where can I get additional information?

This notice is only a summary of the proposed Settlement of this lawsuit. Certain pleadings and documents filed in Court, including the Settlement Agreement, may be reviewed or copied in the Clerk's Office or by visiting the website www.washingtonfcrsettlement.com.